

ELIGIBILITY GUIDELINES MATCHING GIFT/CORPORATE SUPPORT

WHO IS ELIBIBLE?

Risk Management Solutions, Inc. full-time and part-time regular employees in the US and Europe.

WHAT IS ELIGIBLE?

- Charitable donations, subject to matching gift rules and caps below.

ELIGIBLE ORGANIZATIONS

Non-profit organizations that align with RMS' ethos and that are certified as tax-exempt by the Internal Revenue Service under Section 501(c)(3) and/or 509(a)(1,2,3) of the U.S. Internal Revenue Code. These organizations are dedicated to:

- Disaster relief (e.g., Red Cross)
- Disaster education
- Disaster preparedness
- Protection of the environment
- Hunger relief (e.g., local food banks)
- Cure of medical diseases/conditions (e.g., Cancer Society)
- Animal welfare (e.g., local humane societies)
- K-12 education (academic programs)
- Higher education (academic departments or the entire institution)

Also eligible for matching employee contributions are non-profit charitable organizations that are actively supported by an RMS client, in the event that a client-facing RMS employee makes a donation to that charity to foster the client relationship.

INELIGIBILITY GUIDELINES

- RMS temporary employees, contractors or consultants.
- Non-monetary contributions
- Any gift that results in a benefit to you or your family (e.g., dinner, sporting event tickets, club dues, memberships, etc.)
- Fundraising events such as raffles or auctions or walk-a-thons
- Political candidates, political campaigns, political parties and other political organizations.
- Religious organizations, such as churches, temples or other houses of worship, whose main purpose is to foster a particular faith or creed
- Fraternities, sororities, honor societies, campus organizations or political organizations

- Tuition of student fees, subscription fees, dues, repayment of loans
- Organizations that advocate, support, or practice activities inconsistent with RMS' equal opportunity and non-discrimination policies, whether on the basis of race, ethnicity, religion, national origin, sex, disability, gender, political affiliation or age.

All RMS matches are entirely at RMS discretion, and RMS may elect to not match employee contributions to any organization for any reason.

If you are uncertain about whether an organization qualifies for a matching gift, or have questions about the program, please contact yuritzi.carbajal@rms.com.

FUNDING

The minimum matching gift is \$25 for a single transaction. The fiscal year annual maximum amount available for matching is \$500 per employee/\$50,000 in total for RMS. Once the \$50,000 cap is reached, all matching under this program stops.

Matching requests must be received within 60 days of the date of the gift. Matching will be quarterly.

To have a matching gift sent to an eligible organization, please send the matching gift request form (available on RMS World home page under "Fast Find") and supporting documents to:

US – Yuritzi Carbajal, RMS Newark
 EU – Yuritzi Carbajal, RMS Newark
 ASIA – Yuritzi Carbajal, RMS Newark

This program, including its interpretation, application or administration, is at the discretion of RMS. RMS reserves the right to decline to match, alter or terminate this program at any time.